

**EXHIBIT 478 TO  
CISNEROS DECLARATION  
REDACTED VERSION**

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**From:** Dave Pottruck  
**To:** Otellini, Paul; Shaw, Jane  
**CC:** Dave Pottruck  
**Sent:** 1/23/2010 11:52:49 AM  
**Subject:** PSO Final 2010 Comp Decisions

Paul,

I am sorry you feel we have treated you unfairly. Before I respond to you further I would like to do some more homework. I will be back to you within a few days, if not sooner.

**Dave**

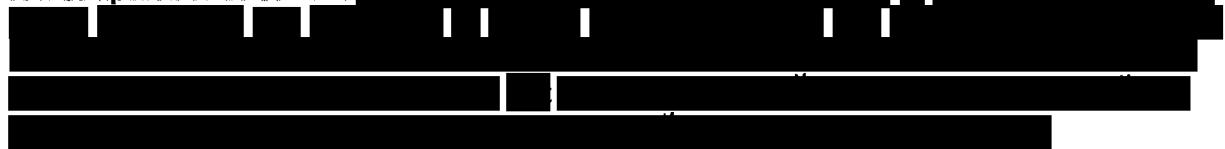
David S. Pottruck  
Co-Chairman, HighTower  
201 Spear Street, Suite 1100  
San Francisco, Ca. 94105  
415-773-1800 Office

**Redacted - Privacy**

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**From:** Otellini, Paul [mailto:paul.otellini@intel.com]  
**Sent:** Friday, January 22, 2010 5:30 PM  
**To:** Dave Pottruck; Shaw, Jane  
**Subject:** RE: PSO Final 2010 Comp Decisions.pptx (PRINTED)

David, I have never commented on my compensation in the 9 years since I have been COO/CEO, but I feel compelled to do so now.



At Intel all our employees are reviewed relative to their performance and their compensation versus market. ONLY those with Below Expectations performance or above market compensation are exempt for raises.



Thank you, Paul

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**From:** Dave Pottruck [mailto:dave@redeagleventures.com]  
**Sent:** Friday, January 22, 2010 5:17 PM  
**To:** Otellini, Paul; Shaw, Jane  
**Cc:** Wittman, Brit; bhall@hbs.edu  
**Subject:** FW: PSO Final 2010 Comp Decisions.pptx (PRINTED)

Paul,

This is what we worked from to set your comp.

**EXHIBIT 479**

Deponent Otellini

Date 1-29-13

Gina V. Carbone, CSR

478.1

Brit and Brian, Paul had questions on how the peer group comp numbers were arrived at. Can you please send us background on that? Thanks.

**Dave**

David S. Pottruck  
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